

A G R E E M E N T

between the

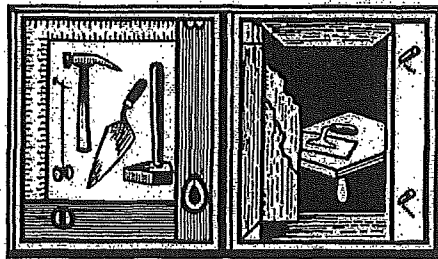
**BRICKLAYERS AND ALLIED CRAFTMEN
LOCAL UNION NO. 3**

WESTERN MASSACHUSETTS

SPRINGFIELD/PITTSFIELD CHAPTER

and

**BUILDING TRADES EMPLOYERS
LABOR POLICY DIVISION
CONSTRUCTION INDUSTRY ASSOCIATION OF
WESTERN, MASSACHUSETTS**



EFFECTIVE: SEPTEMBER 1, 2012

EXPIRES: AUGUST 31, 2017

ARTICLE III

Territorial Jurisdiction

- A.. The jurisdiction of this Local Union shall be extended to include any additional jurisdiction that this Local Union may in the future acquire by cession, merger, grant, award, or in any other manner whatsoever.

The territorial jurisdiction covered by this agreement is as follows:

Springfield/Pittsfield Chapter -- Counties of Hampden, Hampshire and Franklin; the town of Warren in Worcester County; all of Berkshire County.

ARTICLE IV

Duration, Modification and Renewal

The terms of this Agreement expresses the complete understanding of all parties on the subject of working conditions, hours and labor and all other conditions of employment, including wages and all benefits, and shall continue in full force and effect from September 1, 2012 through August 31, 2017 except as herein provided and shall renew itself from year to year unless either party to this Agreement gives written notice to the other party not more than (90) nor less than (60) days prior to the expiration of this Agreement, of its intention to terminate, alter, or amend this Agreement.

ARTICLE V

Work Classification

The work classifications covered by this Agreement shall be: Bricklayer, Stone Mason, Cement Mason, Marble Mason, Plasterer, Mosaic and Terrazzo Mechanic, Tile Layer, Pointer, Cleaner & Caulker, Marble, Tile and Terrazzo Finisher, as further defined in Article XV of the Agreement.

ARTICLE IX
Massachusetts Bricklayers & Allied Craftsmen
Apprenticeship & Training Program

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Section 12. Each Employer shall employ a ratio of one (1) apprentice to five (5) journeymen on the job when indentured apprentices are available and assigned to the Employer by the Bricklayers and Allied Craftsmen Local 3 Apprenticeship and Training Fund or authorized representative.

Effective January 1, 2013, each Employer shall employ a ratio of one (1) apprentice to five (5) journeymen employed by the Employer when indentured apprentices are available and assigned to the Employer by the Bricklayers and Allied Craftsmen Local 3 Apprenticeship and Training Fund or authorized representative, except that during the months of December, January, February and March, each Employer shall employ one (1) apprentice to five (5) journeymen on a jobsite.

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|-----------------|---|
| 1 st | 1000 hours 50% of the journeymen's rate |
| 2 nd | 1000 hours 60% of the journeymen's rate |
| 3 rd | 1000 hours 70% of the journeymen's rate |
| 4 th | 1000 hours 80% of the journeymen's rate |
| 5 th | 1000 hours 90% of the journeymen's rate |

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ARTICLE XII

Wages

Section 1. The hourly rate of wages and fringe benefit contributions to be paid by each Employer for all Employees covered by this Agreement who work within the territorial jurisdiction of this Local Union, as stated in Article III, is as follows:

SPRINGFIELD/PITTSFIELD: BRICKLAYERS AND ALLIED CRAFTSMEN

| Effec. Date | Total Pkg. | Wages | H/W | P | IPF | AF | ATF | IMI AT | IMI | WMIAF | MIEF |
|----------------|---------------|---------|---------|---------|--------|--------|--------|-----------|--------|--------|------|
| 9/3/12 | \$62.86 | \$35.91 | \$10.18 | \$10.06 | \$1.73 | \$3.62 | \$1.10 | \$0.92 | \$0.29 | \$0.05 | -- |
| 3/4/13 | \$63.46 | \$36.49 | \$10.18 | \$10.06 | \$1.73 | \$3.62 | \$1.10 | \$0.92 | \$0.31 | \$0.05 | -- |
| 9/2/13 | \$64.43 | \$37.39 | \$10.18 | \$10.06 | \$1.80 | \$3.62 | \$1.10 | \$0.92 | \$0.31 | \$0.05 | -- |
| 3/3/14 | \$65.01 | \$37.95 | \$10.18 | \$10.06 | \$1.80 | \$3.62 | \$1.10 | \$0.92 | \$0.33 | \$0.05 | -- |
| 9/1/14 | \$65.98 | \$38.85 | \$10.18 | \$10.06 | \$1.87 | \$3.62 | \$1.10 | \$0.92 | \$0.33 | \$0.05 | -- |
| 3/2/15 | \$66.56 | \$39.41 | \$10.18 | \$10.06 | \$1.87 | \$3.62 | \$1.10 | \$0.92 | \$0.35 | \$0.05 | -- |
| 8/31/15 | \$67.53 | \$40.31 | \$10.18 | \$10.06 | \$1.94 | \$3.62 | \$1.10 | \$0.92 | \$0.35 | \$0.05 | -- |
| 2/29/16 | \$68.11 | \$40.88 | \$10.18 | \$10.06 | \$1.94 | \$3.62 | \$1.10 | \$0.92 | \$0.36 | \$0.05 | -- |
| 9/5/16 | \$69.09 | \$41.78 | \$10.18 | \$10.06 | \$2.02 | \$3.62 | \$1.10 | \$0.92 | \$0.36 | \$0.05 | -- |
| 2/27/17 | \$69.66 | \$42.35 | \$10.18 | \$10.06 | \$2.02 | \$3.62 | \$1.10 | \$0.92 | \$0.36 | \$0.05 | -- |

Section 2. The hourly rate of wages and fringe benefit contributions to be paid by each Employer for all Marble, Tile, Mosaic and Terrazzo Finisher Employees covered by this Agreement who work within the territorial jurisdiction of this Local Union, as stated in Article III, with the exception of Worcester County, is as follows:

SPRINGFIELD/PITTSFIELD: TILE, TERRAZZO, MARBLE FINISHERS

| Effec. Date | Total Pkg. | Wages | H/W | P | IPF | AF | ATF | IMI AT | IMI | WMIAF | MIEF |
|----------------|---------------|---------|---------|---------|--------|--------|--------|-----------|--------|--------|------|
| 9/3/12 | \$55.48 | \$29.28 | \$10.18 | \$10.06 | \$1.44 | \$3.62 | \$1.10 | \$0.55 | \$0.20 | \$0.05 | -- |
| 3/4/13 | \$56.08 | \$29.86 | \$10.18 | \$10.06 | \$1.44 | \$3.62 | \$1.10 | \$0.55 | \$0.22 | \$0.05 | -- |
| 9/2/13 | \$57.05 | \$30.77 | \$10.18 | \$10.06 | \$1.50 | \$3.62 | \$1.10 | \$0.55 | \$0.22 | \$0.05 | -- |
| 3/3/14 | \$57.63 | \$31.33 | \$10.18 | \$10.06 | \$1.50 | \$3.62 | \$1.10 | \$0.55 | \$0.24 | \$0.05 | -- |
| 9/1/14 | \$58.60 | \$32.24 | \$10.18 | \$10.06 | \$1.56 | \$3.62 | \$1.10 | \$0.55 | \$0.24 | \$0.05 | -- |
| 3/2/15 | \$59.18 | \$32.80 | \$10.18 | \$10.06 | \$1.56 | \$3.62 | \$1.10 | \$0.55 | \$0.26 | \$0.05 | -- |
| 8/31/15 | \$60.15 | \$33.71 | \$10.18 | \$10.06 | \$1.62 | \$3.62 | \$1.10 | \$0.55 | \$0.26 | \$0.05 | -- |
| 2/29/16 | \$60.73 | \$34.28 | \$10.18 | \$10.06 | \$1.62 | \$3.62 | \$1.10 | \$0.55 | \$0.27 | \$0.05 | -- |
| 9/5/16 | \$61.71 | \$35.19 | \$10.18 | \$10.06 | \$1.69 | \$3.62 | \$1.10 | \$0.55 | \$0.27 | \$0.05 | -- |
| 2/27/16 | \$62.28 | \$35.76 | \$10.18 | \$10.06 | \$1.69 | \$3.62 | \$1.10 | \$0.55 | \$0.27 | \$0.05 | -- |

DD – International Union and Local 3 Massachusetts Dues Deduction and BACPAC: Deducted from net wages after taxes.

Definitions of abbreviations used:

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|---------|---|
| H/W - | Massachusetts Bricklayers and Masons Health Fund |
| P - | Massachusetts Bricklayers and Masons Pension Fund |
| IPF - | International Pension Fund |
| AF - | Massachusetts Bricklayers and Masons Annuity Fund |
| ATF | Massachusetts Bricklayers and Masons Apprentice Training Fund |
| IMIAT - | International Masonry Institute Apprentice Training Fund |
| IMI - | International Masonry Institute Marketing and Promotion Fund, Research and Development Fund |
| WMIAF - | Western Massachusetts Industry Advancement Fund |
| MIEF - | Masonry Industrial Equality Fund |

ARTICLE XV

Craft Jurisdiction

The Employer recognizes the Union's right to claim the following Craft Jurisdiction.

Section 1. Brick masonry shall consist of the laying of bricks made from any material in, under, or upon any structure or form of work where bricks are used, whether in the ground, or over its surface, beneath water, in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns; in mines or fortifications, and in all underground work, the installation of substitutes for bricks such as all carbon materials, Karbate, Impervite or mixtures. All acid resistant materials. All terra cotta and porcelain materials except where the foregoing materials are manufactured to substitute for tile as provided for under the category of Code I of

the Constitution of the International Union of Bricklayers and Allied Craftsmen. All cutting of joints, pointing, cleaning and cutting of brick walls, fireproofing, block arching, terra cotta cutting and setting, the laying and cutting of all tile, plaster, mineral-wool, cork blocks and glass masonry, or any substitute for above materials, the laying of all pipe sewers or water mains and the filling of all joints on the same when such sewers or conduits are of any vitreous material, burnt clay or cement, or any substitute material used for the above purpose, the cutting, rubbing and grinding of all kinds of brick and the setting of all cut stone trimmings on brick buildings, and the preparation and erection of plastic, castable or any refractory material is bricklayer's work.

Cleaning, grouting, pointing, and other work necessary to achieve and complete the work under the foregoing category shall be the work of the bricklayer. All waterproofing and black mastic waterproofing, silicone and/or substitutes sandwiched between masonry units in the interior of the wall are recognized as mason's work. All terra cotta called unit tile in sizes over 6" x 12" regardless of method of installation. All quarry tile over 9" x 9" x 1 1/4" in size. Split brick or quarry tile or similar material if bedded and jointed with one operation.

The bedding, jointing and pointing of the above materials shall be the work of the craft installing it. All burnt clay extruded cellular products regardless of trade name or method of installation when used as a veneer on structures.

All clay products known as terra cotta tile, unit tile, ceramic veneer and machine-made terra cotta and like materials in sizes larger than 6" x 12", regardless of the method of installation. Where the preponderance of material to be installed is of the above sizes, and when material of lesser sizes is to be used in connection therewith, the bricklayers shall install all such materials.

Brick paving comes under Bricklayers' trade classification.

Masonry anchors, brick ties, wall ties and loose lentils.

Preassembled block, brick and masonry composition panels.

Cleaning with acid base material, spray, steam, pressure, sandblasting.

Cutting of chases, channeling, openings and expansion joints.

Filling of cavities and voids with grout, insulation, foam, sand and reinforcing rods.

Insulation, rigid Styrofoam, foamglass, vermiculite, polyurethane when sandwiched between masonry units.

Brick or block, manholes, catch basins, storm drains.

Pavers, brick, block stone, precast concrete, precast terrazzo, and asphalt.

The installation, grouting, cutting, patching of precast wall panels, floor plank, tilt-up, natural

stone and tile veneer facing.

Section 2. Stone masonry shall consist of the laying of all rip rap, rubble work, with or without mortar, setting all cut stone, marble, slate or stone work (meaning as to stone, any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings by architects, and customarily called "stone" in the trade).

Cutting all shoddies, broken ashlar or random ashlar that is roughly dressed upon the beds and joints, and range ashlar not over ten inches in height; the dressing of all jambs, corners and ringstones that are roughly dressed upon the beds, joints or reveals, and the cutting of a draft upon the same, for plumbing purposes only; and the cleaning, cutting of joints, and pointing of stone work.

This is to apply to all work on buildings, sewers, bridges, railroads, bulkheads, breakwaters, jetties, playgrounds, parks, landscaping and curbing or other public works, and to all kinds of stone, particularly to the product of the locality where the work is being done, and the same shall be considered stone masonry.

Stone masons shall have the right to use all tools, which they consider necessary in the performance of their work. Cleaning, grouting, pointing, and other work necessary to achieve and complete the work under the foregoing category shall be the work of the stone mason.

Section 3. Artificial masonry is the cutting, setting and pointing of cement blocks and all artificial stone or marble, either interior or exterior, when set by the usual custom of the stone mason and marble setter. All cement that is used for backing up external wall, the building of party walls, columns, girders, beams, floors, stairs and arches and all material substituted for the clay or natural stone products, shall be controlled by members of the Bricklayers and Allied Craftsmen International Union for which the highest rate of wages shall be demanded.

All artificial masonry, the cutting, setting and pointing of all concrete prefabricated slabs, regardless of dimension size, shall be the work of members of the Bricklayers and Allied Craftsmen International Union, for which the regular wage scale in the jurisdiction where the work is performed shall be paid.

Section 4. Cement masonry is the laying out, screeding and finishing of all cement, concrete, brown stone composition, mastic and gypsum materials, also for fireproofing waterproofing, cement and composition base and vault lights. The cutting of all cement and concrete for patching and finishing. The bush hammering of all concrete when cast in place. The operation of the cement gun, the nozzle and the finishing of all material applied by the guns, also the operation of the cement floor finishing machines.

Cutting of chases, channeling, openings and expansion joints.

The cement mason shall have the right to use all tools necessary to complete his/her work.

Section 5. Marble masonry jurisdiction claims shall consist of the carving, cutting and setting of

all marble and slate including slate blackboards, stone, albereen, carrara, sanionyx, vitrolite, and similar opaque glass, scagliola, marbleithic, and all artificial, imitation or cast of whatever thickness or dimension.

This shall apply to all interior work such as sanitary, decorative and other purposes inside of buildings of every description wherever required, including all polish, honed, or sand finish; also cutting and fitting of above materials after same leave mills or shop, as well as all accessories in connection with such work, and the laying of all marble tile, slate tile and terrazzo tile.

Section 6. Plastering: All exterior or interior plastering plain or ornamental when done with stucco, cement and lime mortars or patent materials, artificial marble work when applied in plastic form, composition work in all its branches, the covering of all walls, ceilings, soffits, piers, columns or any part of a construction of any sort when covered with any plastic material in the usual methods of plastering, is the work of the plasterer. The casting and sticking of all ornaments of plaster or plastic composition, the cutting and filling of cracks. All cornices, molding, coves, and bull nose shall be run in place on rods and white mortar screeds and with a regular mold and all substitutes of any kind, when applied in plastic form with a trowel, or substitute for same, is the work of the plasterer.

The installation of Drivit, Sto or similar type products installed and used in the same fashion including all products used for exterior wall insulation finish systems, such as E.I.F.S, and other similar systems, including the use of a power nozzle.

The installation, screwing, handling and welding of Drivit panels or similar type panels shall be the work of the plasterers and/or masons.

Section 7. Marble, Mosaic and Terrazzo Work: Marble, mosaic, and venetian enamel and terrazzo and work to complete the entire installation. Cutting and assembling of mosaics. The casting of all terrazzo in shops and on jobs. All rolling of terrazzo work.

All scratch coat on walls and ceilings where mosaic and terrazzo is to be applied shall be done by plasterers, with an allowance of not less than one-half inch bed to be conceded to mosaic and terrazzo workers.

All bedding above concrete floors or walls, that the preparation, cutting, laying or setting of metal, composition or wooden strips and grounds and the laying and cutting of metal strips, lath, or other reinforcement, where used in mosaic and terrazzo work, shall be the work of the mosaic and terrazzo worker.

All cement terrazzo, magnesite terrazzo, Dex-O-Tex terrazzo, epoxy matrix terrazzo, exposed aggregate, rustic or rough washed for exterior or interior of buildings placed either by machine or by hand, and any other kind of mixtures of plastics composed of chips or granules of marble, granite, blue stone, enamel, mother of pearl, granules, when mixed with cement, rubber, neoprene, vinyl, magnesium chloride or any other resinous or chemical substances, used for seamless flooring systems, and all other binding materials when used on walls, floors, ceilings, stairs, saddles or any other part of the interior or exterior of the building and also other work not

considered a part of the building such as foundations, swimming pools, etc.

Also all other substitutes that may take the place of terrazzo work shall be the work of terrazzo mechanics, and they shall have the right to use all tools that are necessary in the performance of their work.

Cutting and assembling of art ceramic and glass mosaic comes under the jurisdiction of the mosaic workers and the setting of the same shall be done by tile layers.

The finishing of cement floors where additional aggregate of stone is added by spreading or sprinkling on top of the finished base and troweled or rolled into the finish and then the surface ground by grinding machines shall come under the jurisdiction of the terrazzo workers. When no additional stone aggregate is added to the finished mixtures, even though the surface may be ground, the work shall come under the jurisdiction of the cement finishers.

Section 8. Tile Layers' Work: The laying, cutting or setting of all tile where used for floors, walls, ceilings, walks, promenade roofs, stair treads, stair risers, facing, hearths, fireplaces, and decorative inserts, together with any marble plinths, thresholds or window stools used in connection with any tile work; also to prepare and set all concrete, cement, brickwork, or other foundation or materials that may be required to properly set and complete such work; the setting or bedding of all tiling, stone, marble, composition, glass, mosaic, or other materials forming the facing, hearth or fireplace of a mantel, or the mantel complete, together with the setting of all cement, brickwork, or other material required in connection with the above work; also the slabbing and fabrication of tile mantels, counters and tile panels of every description and the erection and installation of same. The building, shaping, forming, construction or repairing of all fireplace work, whether in connection with a mantel hearth facing or not, and the setting and preparing of all material such as cement, plaster, mortar, brickwork, iron work, or other materials necessary for the proper and safe construction and completion of such work, except that a mantel made exclusively of brick, marble or stone, shall be conceded to be bricklayers', marble setters' or stone masons' work respectively.

It will be understood that "tile" refers to all burned clay products as used in the tile industry, either glazed or unglazed, and to all composition materials made in single units up to 15" x 20" x 2", except quarry tiles larger than 9" x 1 1/4", also to mixtures in tile form of cement, plastics, and metals that are made for and intended for use as a finished floor surface, whether upon interior or exterior floors, stair treads, promenade roofs, garden walks, interior walls, ceilings, swimming pools, and all places where tile may be used to form a finished surface for practical use, sanitary finish or decorative purposes, for setting all accessories in connection therewith, or for decorative inserts in other materials.

All terra cotta called unit tile in sizes 6" x 12" or under regardless of method of installation, quarry tile 9" x 9" x 1 1/4" or less. Split brick or quarry tile or similar material where the bed is floated or screeded and the joints grouted. Where tile layers install the work, the mechanic shall supervise the grouting and cleaning. The bedding, jointing, and pointing of the above materials shall be the work of the craft installing the same.

All clay products known as terra cotta tile, unit tile, ceramic veneer and machine-made terra cotta, and like materials in sizes 6" x 12" and less, regardless of the method of installation, where the preponderance of materials to be installed comes within the provisions of this section and when there is also some material in excess of the sizes provided for in this section, the tile setter shall install such materials.

Section 9. Finisher's Work: Finisher's work shall consist of assisting, helping or supporting the tile, marble and terrazzo mechanic by performing their historic and traditional work assignments required to complete the proper installation of the work covered by Sections 5, 7 and 8 of this Code.

Section 10. Pointing, Caulking and Cleaning: This branch of the trade shall entitle the holder of a card of membership so marked to all rights and privileges anywhere in the jurisdiction of the Bricklayers and Allied Craftsmen International Union, providing his/her membership is in good standing.

Pointing, caulking and cleaning shall consist of the pointing, caulking and cleaning of all types of masonry, caulking of all window frames encased in masonry or brick, stone, or cement structures including all grinding and cutting out on such work and all sandblasting, steam cleaning, and gunite work.

The pointing, cleaning, and weatherproofing of all buildings, grain elevators, and chimneys built of stone, brick, or concrete. It shall include all grinding and cutting out, sand blasting, and gunite work on same.

The operation of man-lifts, scissors, aerial lifts and other hydraulic equipment used to install materials, whether operated mechanically or manually, shall be the work of the IUBAC.

This not to be construed as denying the right of the brick or stone mason members to apply themselves at this branch of trade.

ARTICLE XIX Signatory Parties

This Agreement shall supersede all Agreements existing between any Employer and the Union, and all obligations of either party under any contracts entered into prior to the date hereof shall cease.

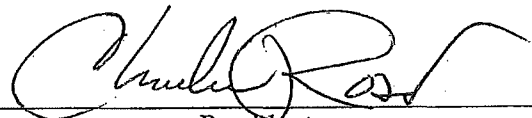
Dated at Springfield, Massachusetts, September 1, 2012 and executed by the following representatives of the respective parties.

BUILDING TRADES EMPLOYERS'
LABOR POLICY DIVISION
CONSTRUCTION INDUSTRY
ASSOCIATION OF WESTERN
MASSACHUSETTS, INC.



Executive Director,

BRICKLAYERS AND ALLIED
CRAFTSMEN LOCAL 3
MASSACHUSETTS



President